

Institutional Advancement, Office 7

*Hetrick on Fish Diseases
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OUTLOOK

The University of Maryland College Park

April 4, 1988

Female Faculty Salary Study Completed

Fourteen of the campus' female faculty have been awarded \$15,639 in special merit adjustments, according to the recently published *FY 87 Faculty Salary Review*. In addition, the report indicates that seven men received special merit adjustments totaling \$10,024. These changes were made after committees appointed by UMCP's deans reviewed the salaries of selected female faculty members in relation to the salaries of comparably situated men.

"The University has a commitment to achieving faculty salary equity and to a policy that salaries be determined solely on the contributions and accomplishments of faculty members," said Chancellor John B. Slaughter.

Several kinds of data were provided to the salary review committees, including the results of statistical analyses that compared the actual salaries of women faculty with salaries predicted on the basis of male faculty members' salaries. The statistical study included 1,017 male and 189 female full-time instructional and research faculty who hold doctoral degrees and the rank of professor, associate, or assistant professor.

The study showed that for the 189 women studied in 1986, total actual salaries were \$10,737 less than those salaries predicted, while women's total actual salaries in 1985 had been \$22,287 more than the salaries predicted.

For 162 women in the constant group (those faculty who were in the study population in 1985 and 1986 and did not change their status), total actual salaries were \$30,585 more than predicted in 1986, as compared to 1985 when actual salaries were \$1,944 more than predicted.

Total actual salaries for women at the rank of professor were larger than salaries predicted from the men's regression equations in both the total and constant groups. In the total group in 1985, the 41 female professors' total salaries were \$32,573 more than predicted. In 1986, the 38 female professor's total salaries were \$6,479 more than predicted.

For associate professors, total actual salaries for women were also larger

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SRC Wins \$21.3 Million Renewal Grant

The Systems Research Center (SRC) will receive up to \$21.3 million for the next five years from the National Science Foundation.

The funding will support the center's continuing work in systems engineering research and education.

Electrical Engineering professor John Baras directs the center.

Researchers at the UMCP-based center are developing state-of-the-art automation and information technologies for flexible manufacturing factories, advanced robotic hands, sophisticated aircraft and spacecraft, communication network management, and chemical plant design and operation. UMCP collaborates with Harvard University, primarily in research on advanced robotics and production line design.

The SRC is one of the six original Engineering Research Centers established by NSF in 1985. They were created in recognition that engineering research is a critical national priority and one that must be addressed if U.S. industry is to increase its international competitiveness. Each center focuses on a specific area of engineering research.

The SRC focuses on the design of real-time automation and information engineering systems. Recent technological advances in materials,

sensors, actuators, and microelectronics have increased dramatically the demand for rapid design and prototyping of such systems. The technologies involved in the program influence in a critical way both high tech industries and mature industries such as manufacturing, automotive, and industrial processes.

Among some of the SRC's recent technological achievements are the design of polymerization reactors that will enable the chemical process industry to achieve high quality products faster and at lower costs; the design of an anthropomorphic, dexterous, three-fingered hand with sophisticated tactile sensors, developed at the Harvard robotics lab; the development and fabrication of special purpose microelectronic chips and arrays for speech processing and understanding, and the development of innovative methodologies and software systems for product design and automated manufacturing.

The center is a unique partnership among two universities, state and federal governments, and private industry. The initial NSF grant of \$16 million has been successfully leveraged through awards by both industry and state government. The University has provided \$7 million and has allocated more than 27,000 square feet of research laboratory and office space.



John Baras

More than \$6 million in equipment gifts and funding has been received from industry.

Three other ERCs also received NSF renewal awards. They are the Center for Telecommunication Research at Columbia University, the Biotechnology Process Engineering Center at the Massachusetts Institute of Technology, and the Center for Intelligent Manufacturing at Purdue University. ■

Juggling Job and Eldercare—Workshop to Offer Resources and Information

"Seventy to 85 percent of chronic care to impaired elders in America is provided by family members—not by nursing homes, not by health care professionals, and not by physicians and nurses—but by family members," says Ed Ansello, Associate Director of the Center on Aging.

Many who shoulder the greatest burden of caring for elderly parents or an aging spouse also hold down full-time jobs, and a large number of these caregivers say they are exhausted on the job, miss time from work, and sometimes feel like quitting.

"Some members of our own campus community definitely fit this description," says Ansello, who along with Carol Cutler Riddick of the Dept. of Recreation, is working on a

Center on Aging project that is the first of its kind on this campus—a survey on "Caregiving by University of Maryland Employees: Demands and Consequences."

On Tuesday, April 19 from 11:30 a.m. to 1:30 p.m. an information and resource fair on eldercaregiving will be held in the Maryland Room of Marie Mount Hall. Representatives from surrounding counties will be on hand to answer questions, and free resource materials will be available. The formal program will start at noon with Vice Chancellor for Administrative Affairs Charles Sturtz giving the welcome address. It will feature Ansello and Riddick, who will present findings from their survey on UMCP employee caregiving.

Those interested in picking up material or talking to resource people are encouraged to come early or stay after the program.

Both Ansello and Riddick are members of the newly-formed Committee on Eldercare that will present the resource fair. Sponsored by the Chancellor's Commission on Women's Affairs, the committee was created in fall 1987 to explore campus eldercare concerns and suggest ways in which the University might better support employees caught in the struggle between the demands of work and the sometimes heavy burdens of caring for the physical, emotional or financial needs of often impaired or frail elderly family members.

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Summer Engineering Program for High School Juniors Set

Students completing their junior year in high school this spring are eligible to apply for the summer Study In Engineering program of the UMCP College of Engineering. Now in its 14th year, the program offers six college credits in two courses—Introductory Engineering Science (ENES 101A), a course in which students become acquainted with key concepts of applying mathematics and science to engineering problems, and The Man Made World (ENES 121A), a

laboratory course that introduces students to experiments in fluid mechanics, material testing, instrumentation, and mechanism operation. The program runs from 9 a.m. to noon from July 11 through August 19. Tuition and fees are \$605; room and board for those wishing on-campus housing are extra. Dependents of UMCP faculty and staff are eligible for reduced rates. The application deadline is May 20. For more information, call 454-2421.

RESEARCH UPDATES

Geography Professor Looks at Kipling's India

For the past 20 years, Geography Professor Schuyler Fonaroff has spent his summers in India. Initially, his interests in that nation were related to his research on the cultural perceptions of diseases, particularly among people who live in areas where diseases are transmitted by insects.

But in the course of his many visits, India and her people have become much more than the subjects of research to Fonaroff. Combining his broad literary interests, which include the writings of Rudyard Kipling with his considerable knowledge of and affection for India, Fonaroff recently authored a book that highlights Kipling's observations about Victorian India.

Images of Kipling's Punjab was published this year by the University of Maryland Geographical Publications. It is a slim, 104-page volume which contains a collection of photos taken by Fonaroff with accompanying captions and commentaries that attempt to see India's Punjab, including Simla, through Kipling's eyes. As Fonaroff writes in the book's in-



The bustling Laskar Bazaar in the Indian city of Simla.

roduction: "The photos of Simla reproduced here were taken during 1985, precisely one hundred years since Kipling's enlightening first visit.

His vignettes of its bizarre social scene, collected and published as *Plain Tales from the Hills* in 1888...are incisive observations of the social

behaviour of overseas civil servants trapped in an uncompromising web of their own making."

Particularly for Kipling aficionados and students of the British Raj's enclave mentality, Fonaroff's book is a source of interest. The photographs depict places and people featured in Kipling's *Kim*, *The Man Who Would Be King*, and other stories. The Bombay Gate, the Wonder House of Lahore, the Umballa Station, and especially Simla, where the "Sahibs shoveled money with a spade and streets were paved in silver," are portrayed as they appear today.

"In *Images* I have tried to build in double levels of meaning in the same way Kipling did with his works," says Fonaroff. "On one level the book is an enjoyable look at India; on the another it is study of the country's Victorian establishment."

Fonaroff's photographs are also on display in the Geography Department's display case near Room 1201, Lefrak Hall. ■

—Mercy Hardie Coogan

College of Education Ranks Ninth in the Number of Doctorates Awarded

Education is the most popular field for doctoral study in the United States. And according to the most recent nationwide survey of 194 institutions that grant doctorates in education, UMCP's College of Education ranks ninth in the number of Ph.D.s awarded.

According to a Feb. 24 article in *The New York Times* citing information from the Center for Statistics of the U.S. Department of Education,

education has been the most popular field of choice for doctoral study since 1966. The story also said that in 1986 The University of Maryland College Park awarded 124 doctorates in education. This placed UMCP ninth behind Temple University (171), the University of Pittsburgh (165), Columbia University Teachers College (163), Nova University (163), Vanderbilt University (149), Michigan State University (139), University of Georgia (129), and the University of Texas at Austin (125).

"Not many people realize what a major workforce educators are in this country," says E.G. Campbell, professor and director of graduate studies in the College of Education. "Over 2 million people are involved in the field of education, and in the last 20 years more have been expected to hold advanced degrees.

"Part of this is because there are now far more administrative and support roles requiring advanced education and work experience—areas such as counseling and special education," Campbell says. "At one time most school administrators held masters' degrees. That is no longer the case."

Campbell says that comprehensive programs and regional significance are a major draw for Maryland's College of Education.

"People from around the country are drawn to our student personnel program in the Department of Counseling and Personnel Services (CAPS)," Campbell says. "Areas such as advising, admissions, and resident life are playing larger roles in the ad-

ministration of college campuses today.

"Another example would be the Institute for Child Study in the Department of Human Development," Campbell says. "This is one of the few centers in the country conducting comprehensive research in early childhood development."

Regional significance plays a major role in the number of graduate students attracted to the College, according to Campbell. "We are the

largest and most comprehensive doctoral-granting institution between Penn State and the Carolinas," he says, pointing out that Johns Hopkins University and the University of Virginia both have limited doctoral programs in education. Though both Virginia Tech and George Mason award doctorates in education, Campbell says their programs are much smaller than Maryland's. ■

—Tim McDonough

OUTLOOK

OUTLOOK is published weekly during the academic year by the Office of Institutional Advancement for the faculty and staff of the University of Maryland College Park Campus.

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UMCP to Host Second Annual Walking Machine Decathlon

UMCP will host the Second Annual Walking Machine Decathlon Thurs., Fri. and Sat., April 14, 15 and 17.

The competition, sponsored by the UMCP Department of Mechanical Engineering in cooperation with Colorado State University at Fort Collins, will feature walking robots built by undergraduate students from eight universities.

Walking machines built by teams from UMCP, Colorado State, California Polytechnic State University, Oregon State, Ohio State, University of Central Florida, Penn State, and the University of Delaware have been entered.

The competition is designed to encourage cooperation between various engineering disciplines in the design, construction and testing of a walking machine. It is also intended to get

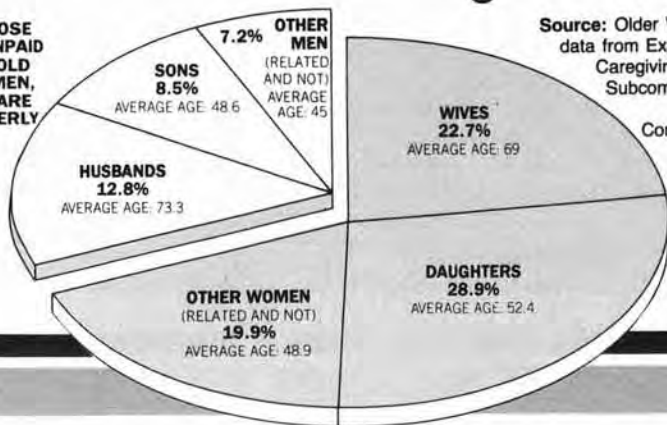
students thinking creatively about the technology needed to develop industrial robots.

A walking machine, according to the contest rules, is "a mobile, terrain adaptive system with eight or fewer articulated mechanisms (arms and legs) that can perform defined tasks in static or dynamic environments."

The student-designed and constructed machine must compete in 10 levels of performance, each more difficult than the last. For example, the robotic walker must traverse a prescribed path at various speeds. More demanding tasks require the machine to "walk" up and down a three-step-high staircase, negotiate a contest course strewn with three randomly located barriers which it can sidestep or step over. ■

Who Are the Caregivers?

OVER 70% OF THOSE WHO PROVIDE UNPAID CARE FOR FRAIL OLD PEOPLE ARE WOMEN, MANY OF WHOM ARE THEMSELVES ELDERLY



Source: Older Woman's League: data from Exploring the Myths: Caregiving in America, the Subcommittee on Human Services, Select Committee on Aging, U.S. House of Representatives.

All You'll Ever Need to Know About Student Financial Aid

The Office of Student Financial Aid recently published a booklet detailing the who/what/when/where/why/how of various financial aid programs available to UMCP students. Called *88-89 Financial Facts*, the booklet covers eligibility, application procedures, scholarships, debt management, and many other essential topics. It also lists important dates that students must keep in mind if they are to meet application deadlines. To obtain a copy of *88-89 Financial Facts*, call the Office of Student Financial Aid at 454-3046.

Eldercare Subject of Workshop

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The initiative to create the new eldercare group was spearheaded by Helen O'Ferrall, an administrative aide in the Agricultural Experiment Station who believes that the campus can and must do more to help these employees. Under O'Ferrall's leadership, the eldercare group convened for the first time in November, 1987. It began to assemble information on local resources, learned about eldercare programs being created within the corporate sector, and discussed results of the Ansello/Riddick research on campus eldercare issues.

The survey was distributed to a random stratified sample of 1,972 UMCP employees during the spring and summer of 1987. Almost 1,100 of the 1972 sample completed the survey—a 56 percent response rate. Of those, 169 said they were caregivers *at present*. This number may be a fairly significant underrepresentation, says Riddick, since some said they had just completed caregiving (because a parent or spouse had died recently), and others indicated that they anticipated being placed in a caregiving role in the immediate future.

"The incidence of UMCP caregivers is at least one employee in six. The older the employee, the greater the likelihood that caregiving was a part of daily life—and this was especially true among female respondents," Ansello says.

Caregivers are found among all groups of campus employees. A substantial percentage of classified staff responding—49.5 percent—said they were caring for a spouse or elders. Faculty represented 35 percent of those responding and associate staff 15.5 percent. The majority of caregivers were female (55.5 percent), married (68 percent), with an average age of about 45.5 years.

The average age of greatest burden of caregiving according to current research in corporations is about 56 or 57 years old, says Ansello. "Because UMCP is a relatively young community, as yet we don't have as telling a burden as we might expect in the future," he notes.

The average age of the person being cared for is 70 years old. Perhaps most important, the UMCP caregiver is often a member of a "classic sandwich generation"—45 percent of those caring for elders also reported they are caring for children at home simultaneously with parents. Two-thirds of those reporting said they were caring for one person at home, another third were caring for two or more people, and a third reported they spent time checking up on or coordinating services being provided to a parent.

Over half of those responding said they are shouldering a moderate to severe burden and this is reflected in a number of ways: two-fifths say at least sometimes they feel exhausted

on the job; about one-fourth report they feel like quitting work.

"Since almost half of the respondents were classified employees, it is evident that those who can least afford to quit are the ones most likely to report that their sense of burden is greatest. Historically, the way in which they often deal with such a caregiving burden reflects that you can't stop having a mother, you can't stop having a dependent spouse, but you can resign from a job. So people quit...And those who have the heaviest burden and don't quit are often paid the least," Ansello points out.

When asked to select their greatest need, UMCP caregivers chose from a list of 11 alternatives. Knowing more about available community resources was the top priority of almost half. The second and third most important needs of respondents were to know what's available and how to use private or public insurance. Interacting with health professionals and handling the emotional drain of caregiving tied for fourth. In citing the kinds of resources needed, financial assistance ranked first, transportation second, and counseling for the older person third.

Chaired by O'Ferrall, the Eldercare committee includes: Ansello and Riddick; Martha Best (Economics); Margaret Bridwell (Health Center); Barbara Cronin (Admin. Affairs); Julie Goodwin (Legal Staff); Barbara Goldberg and Beverly Greenfeig (Counseling Center); Roz Hiebert (Institutional Advancement); Jeanette Kreiser (Women's Studies, CAE); Denise Ludwig (grad. student, Center on Aging); Mary Shipley (Chancellor's Commission); Elizabeth Stecher (Math.); John Thompson and Rythee Wilkes (Personnel); and Laura Wilson (Center on Aging).

For further information contact O'Ferrall at 454-3707. ■ —Roz Hiebert

Campus Honors Inventors

University of Maryland inventors and their inventions were honored at a reception March 22 in the Rossborough Inn hosted by the UMCP Graduate Studies and Research Office of Technology Liaison.

Ben Shneiderman, associate professor, and Richard Potter, research graduate student in the Department of Computer Science, were presented the Outstanding Invention of 1987 award for their work on the Touch Screen Finger Mouse. Both received plaques and \$500 checks from Carl B. Wootten, president of the University Technology Corporation.

In accepting the award, Shneiderman said, "Computers ought to be easier

UMCP, the UM Foundation, the Smithsonian Institution Traveling Exhibition Service and the National Endowment for the Humanities. The exhibit opened last month at the National Museum of Natural History in Washington, D.C.

Thirty one other inventions of 1987 and the UM faculty and graduate students who developed them also were honored during the Rossborough reception.

William E. Kirwan, UMCP vice chancellor for academic affairs and provost, noted that in 1987, 40 patent disclosures were filed by campus inventors compared with 44 during the previous six years. The Office of



Carl B. Wootten, president of University Technology Corporation, presents Ben Shneiderman, center, and Richard Potter with the Outstanding Invention of 1987 award as William E. Kirwan, vice chancellor for academic affairs and provost, looks on.

for people to use than they are." The award-winning invention allows users to access computer information by touching the video display screen.

Two of the touch screen finger mouse devices have been installed at *King Herod's Dream: Caesarea on the Sea*, an exhibition sponsored by

Technology Liaison was established in December 1986. Wayne E. Swann, OTL director, says that six technology transfer agreements were also signed last year. Swann called the inventors and the scientific quality of their inventions "a truly innovative resource on this campus." ■

Female Faculty's Salaries Adjusted

continued from page 1

than salaries predicted from the men's regression equations in both the total and constant groups. For the total group of associate professors, women's salaries were \$20,663 more than predicted in 1985, and \$28,650 more than predicted in 1986.

Though actual salaries for women professors and associate professors in the total and constant groups were larger than their predicted salaries, women at the rank of assistant professor in both total and constant groups had salaries smaller than predicted in both years. For the total group, the assistant professors' salary deviation increased from \$30,949 in 1985 to \$45,866 in 1986.

"The critical variables that describe faculty quality and productivity are not easily quantified and are not ac-

counted for in the statistical analysis," said Institutional Studies Director Marilyn Brown. "The college review process, however, does consider these variables. Because these and other important variables are not included in the statistical study, the salary differences found in the study must be interpreted carefully."

In addition to the statistical study that relied on a bivariate regression method to perform the analyses, several kinds of data were supplied to the college review committees, explained Brown. Her office provided such types of data as scattergrams, rosters of faculty including salaries and years since highest degree, and tables of salaries of newly hired and newly promoted faculty to assist the committees in their work.

As a result of the committees' deliberations, adjustments were

recommended for a total of 19 women and eight men.

"The relationship between actual and predicted salaries for women are not uniform among colleges, among faculty ranks, or from year to year," said Brown. "Salary levels are affected by a number of factors that are not easy to quantify, and this study does not account for all the differences between women's actual and predicted salaries. For this reason, the differences must be interpreted carefully, and one cannot conclude from the study that salary differences result from a single cause or that they are the results of any inappropriate practices."

The salary increases that took effect July 1, 1987 will be reflected in the 1987-88 Faculty Salary Study. ■

—Roz Hiebert

Calendar

Gymkana to Perform for College Park Campus

The University of Maryland Gymkana Troupe, the all-student gymnastic and acrobatic group that unfailingly delights audiences with its circus-like entertainment, will present two programs in Cole Field House, April 8 and 9, both at 8 p.m. The performance, "An Evening of Enchanted Tales," is the culmination of the troupe's 1987-88 season. Tickets are free to UMCP students and faculty, \$3 to the general public. Call x3358 for information.

4 MON

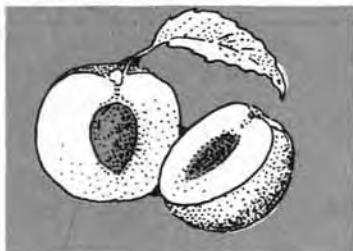
Art Exhibit: Paintings of Francisco Alvarado-Juarez; Mon.-Fri. 10 a.m.-4 p.m., Wed. 10 a.m.-9 p.m., Sat.-Sun. 1-5 p.m., Art Gallery, Art/Soc., through Apr. 22, call x2763 for info.

Photography Exhibit: "Viet Nam: A Photographic Essay" by Cal Ellis, Mon.-Fri. 10 a.m.-8 p.m., Sat.-Sun. 12 noon-6 p.m., Parents Association Gallery, Stamp Union, through Apr. 9, call x4753 for info.

History Lecture: "Link to the Masses: The Communist Party Branch in China, 1927-1934," Kenneth Folsom, 12 noon, 1101 Key, call x2843 for info.

International Development Colloquium: "Scientific Names of Economically Important Plants," James Reveal, 12 noon, 0115 Symons, call x6407 for info.

Systems Research Center Seminar: "Average Cost-Unit Time Control with Wide Band Noise," Harold Kushner, Brown U., 1 p.m., 3164 Engineering Classroom Bldg., call 6167 for info.



Horticulture Seminar: "Tissue culture techniques for peach improvement," Freddi Hammerschlag, ARS/USDA, 4 p.m., 0128B Hozapfel, call x3617 for info.

Entomology Seminar: "Vespine Colony Optimization and the Bang-Bang Reproductive Strategy Model," Al Greene, 4 p.m., 0200 Symons, call x3843 for info.

Computer Science Lecture: "Parallel Programming with Logic," Ewing Luck, Argonne Natl. Lab., 4 p.m., 0111 Classroom Bldg., call x4244 for info.

Geographic Information Systems Seminar: "Multipurpose Land Information Systems: Technical, Economic and Institutional Issues," Kenneth Dueker, Portland State U., 4 p.m., 2309 Art/Soc., call x4105 for info.

History and Philosophy of Science Colloquium: "Evolution and Ethics: A Reassessment," William Provine, Cornell U., 4:15 p.m., 1117 Key, call x2850 for info.

Space Science Seminar: "Isotopic Composition and Propagation of Cosmic Rays," Philippe Ferrando, NASA, 4:30 p.m., 1113 Computer/Space Science, call x7309 or x3966 for info.

Korean Studies Lecture: "Urbanization and National Settlement Strategy in Korea," Bertrand Renaud, World Bank, 6 p.m., 2166 Lefrak, call x2241 for info.

Cultural Carnival Presentation: The Capitol Steps, political satire comedy troupe, 7:30 p.m., Hoff Theater; tickets \$14, \$12, \$6, call x4987 for info.*

5 TUE

Zoology and Philosophy Seminar: "Founder Effects, Genetic Revolutions and Speculation: A Historical Perspective," William Provine, Cornell U., 12 noon, 1208 Zoo/Psych, call x3203 for info.

Geographic Information Systems Panel Discussion: A research agenda, Kenneth Dueker, Michael Kevay, Will Craig, Earl Epstein, panelists; 2:30 p.m., 0307 Benjamin, call x4105 for info.

Writers Here and Now Poetry Reading: Gerald Stern, author of *Lucky Life* and *Lovesick*, 3:30 p.m., Porter Room, McKeldin, call x2511 for info.

Faculty Jazz Concert: Robert Gibson, composer and bassist, 8 p.m., Tawes Recital Hall; with Brian Bennett, electric bass and synthesizer; Craig Fraedrich, trumpet; and Michael Smith, drums; call x 6669 for info.

Astronomy Observatory Open House: "Nemesis: The Sun's Companion?" R.A. Bell; weather permitting, telescope observing, 8 p.m., Astronomy Observatory, Metzger Road, call x3001 for info.

6 WED

Center for International Security Studies Lecture: "Economics and National Security," Murray Weidenbaum, former chair of President's Council of Economic Affairs, 3-5 p.m., 1400 Marie Mount, call x3457 for info.

Philosophy Club Meeting: "Eastern Philosophy: The Vedanta," Mr. Tathagatananda, The Vedanta Society, 3:30 p.m., 1113 Skinner, call x2850 for info.

Geographic Information Systems Seminar: "Information Systems for Land Resources Planning and Management: The Case of Minnesota," Will Craig, 4 p.m., 1213 Art/Soc., call x4105 for info.

Discovering the Americas Lecture: "The Andean Uses of Coca Leaf: A Historical Perspective," John V. Murra, Cornell U., 5 p.m., 2309 Art/Soc., call x4305 for info.

Campus Club Meeting: Gallery Lecture: Francisco Alvarado-Juarez, 7:45 p.m., Art Gallery, Art/Soc., call Marie Daston x2626 for info.

Architecture Lecture: "Boundaries," William Pederson, Kohn Pederson Fox Architects, New York, (The Lombardo Memorial Lecture), 8 p.m., Architecture Auditorium, call x3427 for info.



Employee Development Seminar: Deadline for Apr. 13 seminar, "Are You Afraid of Your Subordinates?" call x4811 for info.

7 THU

Design Alumni Show and Design Student Awards: Ceremony and reception, 7-9 p.m., Maryland Room, Marie Mount, call x1543 for info.

Band Concert: University of Maryland Concert Band, L. Richmond Sparks, conductor, 8 p.m., Northwestern High School Auditorium, Hyattsville; music of Dvorak, Malcolm Arnold, Shigeo Tohno, call x6803 for info.



Chemistry Colloquium: "Biradicals and Biradicaloids," Joseph Michl, U. of Texas, Austin, 4 p.m., 1325 Chemistry, call x2607 for info.

Systems Colloquium: "Toward Portable Ideas and Portable Meetings," Mark Stefik, Xerox Palo Alto Research Center, 9:30 a.m., ITV Room 1100, Bldg. 045, call x6167 for info.

Fulbright Workshop: 2-3:30 p.m., Best Western Maryland Inn, 8601 Baltimore Blvd., College Park, call Office of International Affairs x3008 for info.

Meteorology Seminar: "Factors influencing tropical boundary layer wind structures," J.A. Young, U. of Wisconsin, visiting scientist NMC, 3:30 p.m., 2114 Computer and Space Science, call x2708 for info.

Nutritional Science Colloquium: "Hormonal Regulation of Glucose Uptake in Brain Cells," 3:30 p.m., 0200 Symons, call x7838 for info.

8 FRI

Fluid Dynamics Seminar: "Mean Currents Driven by Topographic Stress over the Continental Shelf and Slope," Dale Haidvogel, Chesapeake Bay Institute, Johns Hopkins U., 1:30 p.m., 2164 Engineering, call x5899 for info.

Distinguished Scholar-Teacher Lecture: "Viruses, Cellular Genes and Tumors," Frank Hetrick, 2 p.m., 1240 Zoo/Psych., call x6231 for info.

Advanced Computer Studies Lecture: "You have got what you paid for—Deductive databases with limited computational resources," Tomasz Imielinski, Rutgers U., 2 p.m., 1112 Williams, call x1808 for info.

Electrophysics Seminar: "Self-Routing Photonic Switching," P. Prucnall, Princeton U., 4 p.m., 1207 Energy Research Bldg., call 2324 for info.



Music Lecture: "Recordings as a Guide to the Performance Practice of Early Music," Christopher Hogwood, conductor, 3 p.m., 2102 Tawes, call x2501 for info.

Terabac Dinner Theatre: *My Fair Lady*, Friday and Saturday evenings Apr. 8-23, doors open 6 p.m., buffet dinner at 6:30 p.m., show starts 8 p.m.; call x2901 for info about tickets.*

University of Maryland Gymkana Show: "An Evening of Enchanted Tales," 8 p.m., Cole; also on Apr. 9, 8 p.m.; tickets \$3 general public, free to students and faculty, call x3358 for info.

10 SUN

Sigma Alpha Iota Scholarship Benefit Concert: Anne Koscielny, piano, 3 p.m., Tawes Recital Hall, call 2201 for info.*

11 MON

International Affairs Lecture: "Teaching Foreign Professionals about U.S. Foreign Policy Making," I.M. Destler and Jane Thery, 12 noon, Maryland Room, Marie Mount, refreshments provided, call x3008 for info.

Systems Research Lecture: "Martingale Representation Malliavin Calculus and Filtering," Robert Elliott, U. of Alberta, 1 p.m., 1112 Bldg. 115, call x6167 for info.

Arts and Humanities Collegiate Encounter: "Elizabethan Staging and the Globe Playhouse," C. Walter Hodges, 1:30-3 p.m., 2203 Art/Soc., call x6790 for info.

Music Faculty Recital: Rebecca Smith, harp, 3:15 p.m., Tawes Recital Hall, call x2201 for info.

Entomology Seminar: "Africanized Honey Bee Identification Using Mitochondrial DNA Analysis," Steve Sheppard, USDA, 4 p.m., 0200 Symons, call x3843 for info.

Computer Science Lecture: "Efficient Algorithms for Text Searching," Gaston Gonnet, U. of Waterloo, 4 p.m., 0111 Classroom Bldg., call x4244 for info.

Horticulture Seminar: "Progress in breeding everbearing (day-neutral strawberries)," Gene Galletta, 4 p.m., 0128B Hozapfel, call x3614.

History and Philosophy of Science Colloquium: "The Tennessee Textbook Case: Religious Liberties vs Public Schools," Jordan Lorence, Concerned Women for America, 4:15 p.m., 1117 Key, call x2850.

Space Science Seminar: "Particle Acceleration and Turbulent Magnetic Reconnection," William Matthaeus, Bartol Institute, 4:30 p.m., 1113 Computer/Space Science, call x7309 or x3966 for info.

AAUW Meeting: "Women's Work, Women's Worth," District Court Judge Teresa Nolan, 7:30 p.m.,

Municipal Center, 4500 Knox Road, College Park, call Rene McDonald x4526 for info.

Cultural Carnival Concert: The Best of the University of Maryland: The Maryland Jazz Ensemble, Improvisations Unlimited Dance Company, Opera Workshop, and more; 7:30 p.m., Hoff Theater; tickets \$11, \$9, \$4; call x4987 for info.*

Intramural Track and Field, and Intramural Home Run Derby (all-university) Information available at Campus Recreation Services, 1104 Reckord Armory, call x3124 for info.

12 TUE

Benefits Orientation: For new faculty and staff, 10 a.m., 2202 Hornbake, call x6312 for info.

Zoology Seminar: "Evolution and Adaptation in the Cave Amphipod *Gammarus minus*," 12 noon, 1208 Zoo/Psych., call x3203 for info.

Writers Here and Now Poetry Reading: Susan Richards Shreve, author of *Miracle Play* and *Queen of Hearts*, 3:30 p.m., Porter Room, McKeldin, call x2511 for info.

Twentieth Century Ensemble Open Rehearsal: Gaburo's *Maledeth* for Seven Virtuoso Speakers, 5:30 p.m., Tawes Recital Hall, call x2201 for info.

13 WED

Sculpture Exhibit: "Wallworks: Four Regional Sculptors," Mon.-Fri. 10 a.m.-8 p.m., Sat.-Sun. 12 noon-6 p.m., Parents Association Gallery, Stamp Union, through Jun. 25, call x4753 for info.

Counseling Center R & D Meeting: "Not Waving but Drowning": Psychology and Feelings," Donald Moss, 12 noon, Testing Room, Shoemaker, call x2931 for info.

Musical Offering: Chesapeake Wind Quintet, 12:15 p.m., lobby, Main Administration, call x1073 or x6874 for info.

Graduate Student Assembly, 2 p.m., 1143 Stamp Union, all graduate students welcome, call x2850 for info.

Zoology and Agriculture and Life Sciences Symposium: "Women and the Sciences: Expectations, Reality, Hope," Estelle Ramey, professor emeritus, Georgetown U., keynote speaker; Eleanor Babco, Eugenie Clark, Rita Colwell, Sandra Greer, Shirley Malcolm and Phyllis Wise, panelists; 3-5 p.m., 1240 Zoo/Psych., call x5980 for info.

Music Faculty Recital: Miles Hoffman, viola, 8 p.m., Tawes Recital Hall, call x2201 for info.

Connections Breakfast (CA-AWDAC): reservation deadline for Apr. 20 breakfast meeting: "Stress Management and the Use of Humor," LaRue Allen, 8 a.m., Prince George's Room, Stamp Union; call x5272, x5928 or x4767 for info.

Graduate Student Research Symposium to be Held

The Women's Studies Graduate Student Network, a feminist research and support group, is an interdisciplinary group representing a number of departments on campus. The network, which seeks to encourage graduate level research from a feminist perspective and increase campus awareness of this research, will host its second annual Graduate Student Research Symposium on April 20 from 4-6 p.m. The members of the network are extending an invitation to graduate students involved in feminist research and/or feminist students who are conducting research to participate. Presentations should be 20-30 minutes in length. For more information call 946-0999, or 699-1761.



KIPLIN HALL
North Yorkshire, England

Kiplin Hall Restoration Project Continues

A group of UMCP students and faculty members will travel to England this summer to continue on the Kiplin Hall Historic Preservation project in North Yorkshire, England. The program, which runs May 28-July 5, consists of hands-on restoration work for four hours, five mornings each week, along with afternoon and evening field trips and lectures. The program is limited to 12 students who will enroll in Architecture 488-K. For more information call 454-4174.

ARTS AT MARYLAND

New Literary Journal Focuses on Translation

The Greek island of Delos was an international center of the ancient world, a place where the citizens of many lands came together in amity. UMCP English department scholars are striving to instill that spirit into a new literary journal founded on campus this spring.

"*Delos*, a new quarterly published by the UMCP Center for World Literature, will dedicate much of its content to translation," says editor Reed Whittemore, UMCP professor emeritus of English.

"Each issue will likely focus on the literary tradition of particular parts of the world," he says. Much of the contents of the first issue, released in March, focused on Nicaraguan and Slavic literature. The mixture of work included poetry, myth and criticism, and included pieces present in the original language as well as an English translation.

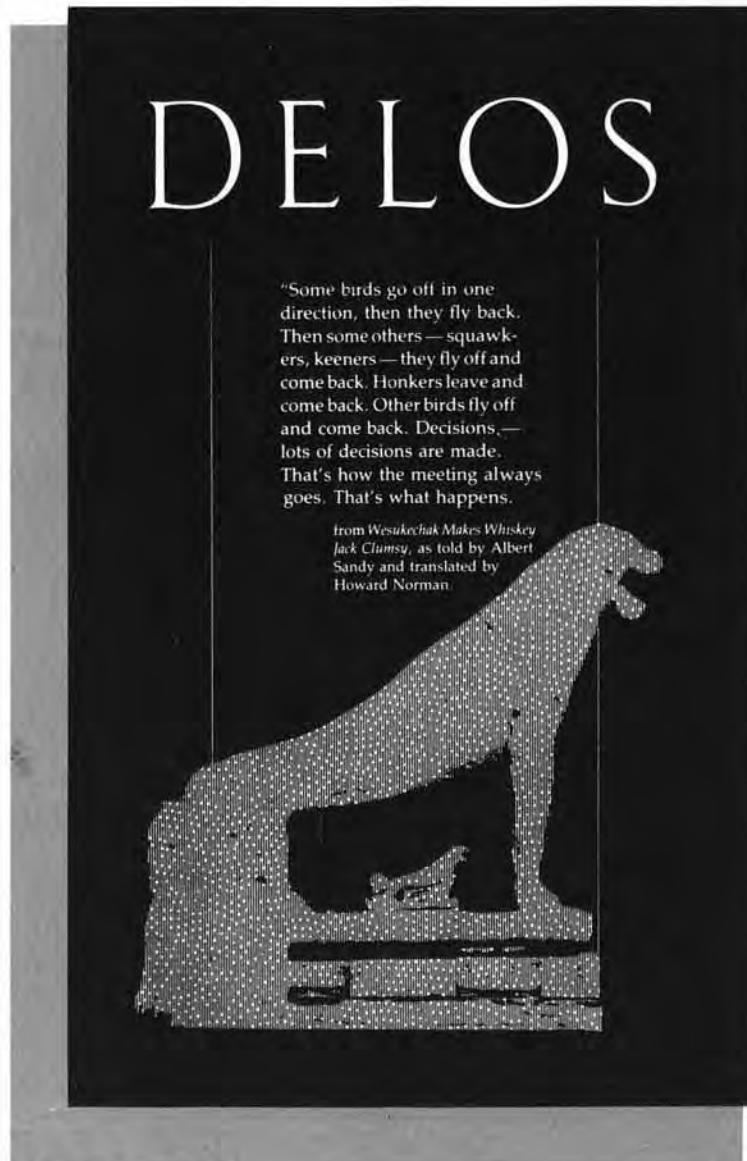
Journal articles also examine the art of translation itself. The first issue, for instance, contains several pieces related to the work and life of Dudley Fitts, an eminent 20th century translator.

"Washington is the place for international activity," Whittemore says. "At UMCP we also have many international connections. This seems to be a logical place to establish a translation center."

In a sense, the new journal is a revival of another *Delos*, one published for a brief period in the late 1960s at the University of Texas.

"(The former *Delos*) had been a quality journal put together by outstanding people," Whittemore says. "Two of the former editors—William Arrowsmith and Donald Carne-Ross—are involved in our project."

The journal is sponsored by the UMCP Department of English, UMCP



Research Center for Arts and Humanities, UMCP Dean of Graduate Studies, Cicely Angleton, William Matson Roth and the Naomi and Nehemiah Cohen Foundation. In addition

to Whittemore, UMCP English faculty members serving as editors include Richard Cross, Milne Holton and Roderick Jellema. ■

—Brian Busek



New York Architect to Present Lombardo Lecture

William Pederson, a partner with one of New York City's leading architectural firms, will present the School of Architecture's annual Lombardo Memorial Lecture at 8 p.m. Wednesday, April 6, in the Architecture Auditorium.

Pederson is a partner with Kohn Pederson Fox Architects, a company noted for its recent work in rethinking the design of large-scale urban office buildings, says Brian Kelly, assistant professor of architecture. The firm is among the leaders in abandoning the modern movement in architecture in favor of incorporating more traditional elements into their buildings.

Among the firm's most well-known buildings are the ABC Building in New York, the Proctor and Gamble World Headquarters in Cincinnati and 333 Wacker Drive in Chicago.

Pederson will discuss his firm's work in a lecture entitled "Boundaries."

The Lombardo lecture is dedicated to the memory of former UMCP architecture student Joseph Guy Lombardo. Lombardo's parents endowed the series after their son was killed in an automobile accident. ■

Novelist Searches Forgotten Books for Ideas

Novelist Joanna Scott finds voices for her books in obscure corners of libraries.

Such was the case with the 19th century sea captain who found his way into one of her current works. Scott imagined the captain having a bookshelf that contains many volumes on entomology. Given that fact and her relative ignorance about the insect world, Scott felt compelled to head down to the library and inform herself about the 19th century view of bugs.

In digging through 19th century books about insects, she made no pretense about scholarship. She didn't expect to become a bug expert overnight. But the tone of the narratives and images from the books helped shape the character, she says.

Rooting through such arcana has proven successful for Scott. Her second novel, *The Closest Possible*



Joanna Scott

Union, later this month. During the 1988-89 academic year, the assistant professor of English will work on a third novel with the help of a Guggenheim Fellowship.

The subjects of her novels have been as eclectic as her reading. In each case a bit of reading in some odd corner of the library has helped shape her premise and vision for the story.

Her first book, *Fading my Parmacheene Belle*, published in 1987 by Ticknor and Fields, concerns the reaction of a man to the death of his wife after 53 years of marriage. The man is also a fanatical fisherman, and the Parmacheene Belle of the title is a particular kind of fishing lure.

Scott herself does not fish and spent hours in the library reading 19th century fishing manuals to gain a sense of the sport. The narratives suggested images for her own work, she says.

The Closest Possible Union, soon to be released by Ticknor and Fields,

was inspired by a letter written by a boy who had traveled on a 19th century slave ship. In the letter, the boy vividly described the hamstringing of a slave, giving particular detail to the sight of blood from the wound dripping on the water. The scene has become the central image of the book, Scott says.

Scott's next book derives from the work and life of Austrian artist Egon Schiele. Introduced to Schiele's self portraits at a New York exhibition, Scott used a short diary written by the painter to assist her in structuring the novel, she says.

While she often does a great deal of library research for her novels, Scott does not seek historical authenticity.

"These are not historical novels," she says. "I lift lost voices out of history; I try to find metaphors, not facts." ■

—Brian Busek

Seminar Series on Advances in Geographic Information Systems to be Held at UMCP

A series of seminars on advances in the theory and practice of geographic information systems, sponsored by the Graduate School, the College of Behavioral and Social Sciences, the Computer Sciences Corporation, the Environmental Systems Research Institute and Greenhorne and O'Mara, Inc., is being conducted on campus during April and May. Hosted by the Department of Geography, it will feature speakers on such topics as "Multipurpose Land Information Systems: Technical, Economic and Institutional Issues," and "Vehicle Navigation Systems: Cognitive and Cartographic Perspectives." For more information, call Clara Jones at 454-4105.

CLOSE UP

Microbiology Laboratory Researches and Diagnoses Fish Diseases

On a warm, calm and clear day, the Chesapeake Bay hides her adversity particularly well. But beneath the surface of the Bay, certain species of marine life are in trouble. For example, the numbers of the striped bass, the Maryland State fish, continue to ebb, and oyster populations are unstable.

Why are the striped bass and other species struggling to survive?

One theory is that pollutants in the Bay weaken the immune system of the fish. An animal's immune system enables it to fend off disease. Bacteria and viruses have an easier time infecting fish or any animals that have suppressed immune systems.

If pollutants are indeed affecting the health of the striped bass, then Frank Hetrick wants to know how and why. Hetrick, a professor of microbiology in the Fish Disease Research Program, studies diseases in fish and traces the causes of disease, including factors that make fish more susceptible to disease.

"We want to know if pollutants in the water weaken a fish's immune system or a non-specific protective mechanism like phagocytosis," Hetrick says. "Most pathogens (bacteria and viruses) are already in or on the fish, and when its defenses are weakened, the pathogens take over."

In the Chesapeake, a variety of pollutants including heavy metals, petroleum products and pesticides are present. In the laboratory, Hetrick and his colleagues expose fish to these pollutants, making sure that the fish in the laboratory receive the same concentrations of pollutants that exist in the wild.

"We want to keep our findings realistic," he stresses.

Thus far, Hetrick and his group have found that heavy metals like copper and cadmium and pesticides such as Dieldrin do have an effect while other pollutants such as chlorine apparently do not.

Once scientists know which pollutants adversely affect fish in the Bay, then stricter pollution controls can be instituted, and fish populations may recover.

Investigating diseases in fish was not a career Hetrick originally set out to pursue. In fact, his doctoral dissertation (he received his Ph.D. from UMCP in 1962) was on a disease that affects cattle.

Ten years ago, however, Hetrick was on sabbatical at the Oregon State University. Fish hatcheries are a major industry in Oregon, so while he was there, he researched fish diseases. Hetrick became interested in the subject immediately.

"The research was fun, and there was no one in Maryland who investigated diseases in fish," he explains. "There are a lot of people who study other aspects of fish such

as reproduction, but my UMCP colleagues and I decided to see if we could get funding to study fish diseases. And we did. We receive about \$100,000 a year in external support from the State and from agencies like the EPA and USDA."

Hetrick is the virologist for the program, Ana Baya, the bacteriologist, and Bob Roberson, the immunologist. "Those are the three main aspects of disease," says Hetrick.



Frank Hetrick

Other microbiologists who contribute to the program are Rita Colwell, Sam Joseph and Ronald Weiner.

They spend a good deal of their time running a diagnostic service for the State and for companies like PEP-SCO and Baltimore Gas and Electric that have hatcheries connected with their power plants. Most of the pathogens Hetrick and his colleagues have isolated have come from hatchery fish because large numbers of these fish become sick or die in a relatively short time. The isolations are easier with more specimens.

Hetrick and his colleagues also have tried to get Chesapeake Bay fishermen to send them diseased fish, but most don't bother to do it, Hetrick says. Most of the program's Bay specimens come after the State checks on reports of diseased fish or areas where large numbers of fish are dying.

"We do isolate pathogens from fish caught in the wild," Hetrick says. "Authorities from the State recently brought in striped bass that had bloody lesions covering their bodies. A virus has been isolated, but its role in the disease is awaiting transmission studies."

The Fish Disease Research Program also collaborates with fish disease researchers in other countries. One of the stated objectives of the program is to "provide technical expertise and training in the fish disease area to scientists in developing countries to assist them in the development of

aquaculture facilities for food production."

During the past two years, scientists from Spain, Israel, China and Egypt have worked in Hetrick's or Roberson's laboratories.

"We are mainly interested in bacteria and viruses that affect fish in the Chesapeake, but we examine viruses from around the world as well," Hetrick says. "If we isolate an organism here, we will send it to our

Hetrick and his colleagues impart their knowledge to some of the country's faculty and senior-level graduate students interested in fish diseases.

"This summer I'll be teaching a course in the People's Republic of China. About 70 scientists from all over China will attend the course in Qing-tao," Hetrick says.

In Maryland, Hetrick's program is readying its capabilities to support Gov. William Donald Schaefer's initiative to make aquaculture, or fish farming, a major state industry. The UMCP program is the main one in the State that studies fish diseases, and hatcheries will need disease diagnostic capabilities seven days a week.

"Often you can tell what the problem is with simple on-site tests," Hetrick explains. "And we currently are improving our diagnostic techniques here."

If the disease is caused by a bacterium, then antibiotics licensed for food will usually cure the fish. The fish, however, must be off the antibiotics for at least three weeks before they can be sent to market.

If the problem is viral, the scientists are helpless to control the outbreak because diseases caused by viruses cannot be treated. At present, only constant surveillance for viruses can ensure that they will not spread to healthy fish in the hatchery.

The Fish Diseases lab moved in January to the recently renovated Microbiology Bldg. Hetrick is pleased with the new facilities, particularly the "wet lab," and says they are very comfortable in their new home.

"The State has been good to us," Hetrick says. "We have the equipment and facilities we need, so we can concentrate our efforts on better diagnostic techniques and on research projects which will hopefully assist in efforts to save the striped bass and struggling species like it in the Chesapeake Bay." ■

—Jan Barkley

colleagues in other countries for comparison. There may be minor variations, but sometimes the same organism is infecting fish all over the world."

Hetrick and his colleagues have taught courses in other countries, such as Egypt and Brazil, taking their expertise in fish diseases to scientists around the world.

The laboratory conditions in these countries usually are rudimentary, but for several weeks during the summer,

Hetrick to Give Distinguished Scholar-Teacher Lecture

On Friday, April 8, Frank Hetrick, professor of microbiology and Distinguished Scholar-Teacher for 1988, will lecture on "Viruses, Cellular Genes, and Tumors" at 2 p.m. in Room 1240 of the Zoology/Psychology Bldg. Hetrick summarizes his lecture:

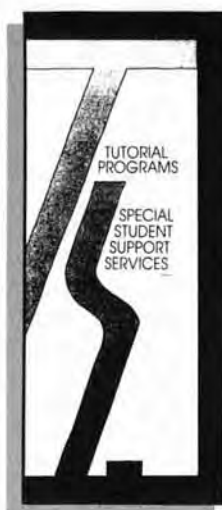
"The 'cause' of cancer remains elusive despite a massive effort by the best minds in the biomedical research community copiously supported by funding agencies over the past two decades. However, there is now reason to believe that for the first time investigators have perceived the dim outline of the events that induce cancerous growths.

"Although the genes implicated in the development of cancer were first observed in studies with viruses, many are not native to the viruses. They are, in fact, present and functioning in normal cells and are as necessary for the life of the cell as they appear to be for the uncontrollable growth of a tumor. Activation of these cellular oncogenes may represent a common pathway by which all tumors arise."

Following the lecture, the Department of Microbiology will have an open house of the newly renovated Microbiology Bldg. All UMCP faculty, staff, and students are encouraged to attend the lecture and open house. ■

New Pamphlet Highlights Campus Tutorial Programs

Are you a faculty member with a student in need of extra help? An undergraduate needing assistance with Zoology, English or some other subject? Or a graduate student interested in becoming a tutor? Free tutoring to all University undergraduate students is available through the Tutorial Programs unit of the Office of Special Student Support Services. Tutoring is provided for as many as 117 courses, comprising 30 major academic areas. Now a new pamphlet describing the program is available. Contact Tilahun Beyene, tutorial programs coordinator at 454-5648 for a copy of the pamphlet or more information.



COLLEGE PARK PEOPLE

IN THE SPOTLIGHT:

Jerl Richmond: Behind the Exhibits

Reflective, thoughtful, unhurried, contemplative—these are most often the moods of visitors who stroll through a fine arts gallery.

But behind the scenes...

The deadline pressures facing people in the business of mounting and striking art gallery and museum exhibitions are strains the rest of us can only guess at.

The day *OUTLOOK* talked with Jerl Richmond, preparator of the campus Art Gallery, was the final day of the Skowhegan exhibition.

When the Gallery closed at 4 p.m., the Skowhegan show, a ten-year retrospective of paintings, sculpture and constructions, would start coming down. Two weeks later an exhibit of 23 works by painter Francisco Alvarado-Juarez would have to be up and open to the public.

"It is feast or famine when it comes to installing exhibitions, although we keep very busy year-round working with the Art Gallery's permanent collection, organizing future exhibitions and facility maintenance," says Richmond.

Exhibits are usually on public display from six to eight weeks. The gallery then has between a week-and-a-half to two weeks to disassemble, pack and ship out the old exhibit and unpack and mount the new works of art that replace the old.

"Turn around time [between exhibitions] is very hectic; there are lots of pressures and deadlines in this business," Richmond says. "We do our best to meet them." Meeting deadlines is only part of his job, however. The gallery preparator, who has been with UMCP for two years, also has to be conversant with carpentry, graphic design, lighting and the transportation, storage and handling of works of art. He also must be conscious of the limitations of gallery space and how to make that space work to best advantage.

A working scale model of the gallery—½ inch to the foot and complete with moveable wall panels—helps Richmond plan and design mounting and display of each new exhibition.

"I get the entire room to be creative with," he says. "We can recreate the space every six to eight weeks, and each time the room takes on a different personality." The "room" comprises some 3,800 square feet of gallery space (actually two rooms) located on the second floor of the Art/Sociology Building.

"We refine the space by taking away distracting elements until we get the kind of look we're after," he says. Usually, he is well pleased with the results. "The quality of our exhibitions is quite high; we compare favorably with the large museums downtown."

The UMCP gallery is accredited by the American Association of Museums.

"Because we meet the professional standards of the AAM, we are qualified to handle a wide variety and range of art exhibitions," Richmond says.

Richmond holds a bachelor of fine arts degree from Michigan State University and was preparator of collections at the Flint (Michigan) Institute of Art for five years before joining the UMCP staff. For six years prior to the Flint job, he worked as an artist and craftsman specializing in jewelry design. He, his wife and two sons now call Baltimore home.

In addition to Richmond, the gallery staff includes acting director John Peters-Campbell, assistant to the director Cynthia Wayne and secretary Serina Adams.

Mounting an exhibit is more than just hanging pictures on a gallery wall or installing a piece of sculpture.

"Some of the tasks I perceive as being easy to solve, aren't," Richmond notes. "I always prepare for the unexpected to happen or unconventional kinds of art to arrive at this gallery. It is hard to anticipate problems such as how to light a particular piece or how to keep a sculpted work from falling over."

Chava (Shadow) is a case in point. The piece is a heavy, fragile work fashioned of hydrocal plaster, wire and burlap. About the size and shape



AL DANEGGER

of two millstones, it leans with deceptive precariousness against a gallery wall looking as though at any minute it might slide out from under itself and crash to the floor. Richmond explains the cleverly concealed footing on the piece that prevents this from happening.

A looming black and blue structure of painted steel called *Oracle 85* that must weigh more than a ton presents other problems. Although it can be unbolted and dismantled into nine smaller pieces for shipment, "each piece is extremely heavy," Richmond says. Several irregular angular shapes

and edges jut from the work. These could snag the clothing of gallery visitors walking too close.

"Certain pieces pose special problems, but each is an original work of art and must be handled with extreme care. At the same time, we need to create a safe environment for visitors," Richmond notes. "We always try to give each work of art the same respect, whether it is a piece of steel or a piece of German crystal, a 3,000-year-old Chinese vase or a contemporary piece of art created just a month ago." ■

—Tom Ottwell

BEHIND THE SCENES

Katherine Ottoman: Trouble-shooting in Calgary



Katherine Ottoman with the Calgary Skyline in background.

Memories of the 1988 Winter Olympics have begun to dim for most of us as springtime and warm weather activities preoccupy our attention.

But not so for **Katherine Ottoman**, facilities analyst in the UMCP Department of Communication Services. Ottoman was one of some 5,000

volunteers who helped staff the Winter Games in Calgary. And, although she had to pay her own transportation, food and lodging expenses during the month she spent in Alberta, she believes she was richly rewarded for her efforts.

She was involved with SYTECH, a broadband communications system set up for use during the Games. This system was available to anyone officially accredited by the Olympic Committee. As the main communications system for the Winter Games, it provided users with access to information about schedules, re-schedules, background information about the athletes, press releases and electronic bulletin board/message center services.

Ottoman says she was the only American member of a 24-person team working with SYTECH. She served as a trouble-shooter for any telecommunications problem that came up including computers, television sets and facsimile machines.

She has worked at UMCP for the last eight years and holds a degree from University College. ■

—Tom Ottwell

So, How Was Your Algebra?

Here is the solution to last week's math problem:
Let x be the present age of Peter and y the present age of Paul. When Peter was age y , then Paul's age was $y - (x - y) = 2y - x$, so $x = 2(2y - x)$ and $3x = 4y$. When Paul will have age x , then Peter will have age $x + (x - y) = 2x - y$, hence $x + (2x - y) = 3x - y = 130$. Solving the system of two linear equations, we get $4y - y = 3y = 130$ and $x = 4/3y = 4/3 \cdot 130/3 = 520/9 = 57 \frac{7}{9}$.
Simple, huh?

Hartnett Selected As New Sports Information Director

Herb Hartnett has been named sports information director at UMCP. Hartnett, 45, had served as assistant athletic director and sports information director at the University of Pennsylvania for more than ten years before accepting the UMCP position. A Philadelphia native, Hartnett assumed his duties April 1.

GRAPEVINE

Feedback from Readers on the Status of UMCP Women

Dear Editor:

The article by Patti Gillespie "The Status of Women at UMCP" in the March 7, 1988 *Outlook* states that "Maryland has no women deans, vice presidents, provosts or chancellors." What about Vice President Rita Colwell and Vice President Patricia Florestano?

Sincerely,

Shirley Van Valkenburg
Assistant Professor
Botany Dept.

Dear Editor:

Kudos to Patti Gillespie for reminding us of the underrepresentation of women in line administrative position, and senior faculty positions, at UMCP, and for pointing out that much of the problem of inequality is rooted in perceptions that there is no problem.

The reasons for persisting institutional discrimination in the face of sincere affirmative action efforts are many. Increasing our sensitivity to some of them may lead us on the road to progress.

When I entered graduate school, a mere twenty-five years ago, it was common and legitimate for graduate departments to reject female applicants on the basis of gender. Faculty women then, living in a man's world, tended to use their initials rather than their given names when they published, suspecting—correctly as it turned out—that if they revealed their gender with their names, their papers would receive less attention. During the decade of the 1960s and 1970s, graduate study opened up, and the number of women in graduate schools increased, their consciousness newly raised, and many (but certainly

not all) of them became experts on feminist topics.

As the careers of this new generation unfolded, they found that the intellectual agendas of universities had not changed with the times. Universities, like churches and military forces, have historically been male institutions, and they carry the priorities of the past with them as baggage, much as many of us keep the jackets we wore in graduate school. Both are a bit threadbare, and we should be embarrassed at being seen in them too often. Women found that studying the role of women in poetry, in history, in architecture, or even in the family, continued to be regarded as unimportant by their male colleagues, as it had been in the past.

Even women whose work was not in feminist fields found that they were evaluated differently than their male peers. Not that the criteria were different. Rather, the same criteria were applied differentially. Among the differences I have observed at UMCP in the evaluation of male and female faculty are the following:

- * When a man works in a non-traditional research area, he is "breaking new ground." A woman in the same area is "outside the mainstream."

- * When a man's work is published in anthologies in his field, it is a "sign of recognition of his expertise;" when a woman does so, it is because the work was not good enough for refereed journals;

- * When a man publishes in an interdisciplinary journal, he is linking his field with others; when a woman does so, it is because the work is not good enough for the major journals in her field.

The list is not endless, but it can

grow quite lengthy. The issue is not that male faculty members intend to discriminate on the basis of gender. Indeed, most try to be fair. But we all reflect the culture in which we grew up and learned our craft, and for most of us, the masculine biases were built into that culture. The problem is not unique at UMCP. I have seen it on other campuses, and in government agencies for which I consult on human resource issues.

What does strike me as unique at College Park is the relative absence of mentoring of junior colleagues and graduate students. Senior faculty here seem to take less responsibility for nurturing the ascending generation than do senior faculty at other major research universities. This is no less true for male than for female faculty; it is not directly a gender issue.

However, the consequences are more costly for junior women, I believe, because they start out in a disadvantaged position and have fewer resources upon which to draw. And in the interest of achieving the kind of gender representation that can be tabulated, the University places a heavy burden on them administratively that takes them away from their work, and for which they are unlikely rewarded.

As one way of celebrating Women's History Month, we might each think about what we might do to make our University truly gender-blind; a desirable state that we are a long way from.

David R. Segal
Professor
Sociology Dept.

FYI

Health Center Talk To Focus on Bereavement

On April 8 from 1-2 p.m. in Room 3100E of the Health Center, Daniel Cowell, M.D. will speak on "The Biology of Bereavement." Cowell is the associate director for quality assurance and medical education at the National Institutes of Health. He is also an associate professor of psychiatry at the Uniformed Services University of the Health Services in Bethesda.

Minority Alumni To Celebrate

The Center for Minorities in Science and Engineering, The Black Engineers Society and the Minority Computer Science Society will sponsor an alumni reception and dinner on April 9. For information, call 454-7219.

Young Diabetics Needed for National Study at UM Medical System

Diabetics between the ages of 18 and 30 years old are needed for a nation-wide study at The University of Maryland Medical System.

Participants in the Diabetes Control and Complications Trial (DCCT) receive the most sophisticated diabetes medical care free for up to six years. Participants must have had diabetes for five years or less.

The multi-center study, funded by the National Institutes of Health, seeks to determine whether tight control of blood sugar can decrease complications in people with diabetes.

A 24-hour, toll-free number allows potential volunteers to find out immediately if they qualify for the study. If so, volunteers will be put in touch with the nearest center.

For more information call 1-800-522-DCCT.

Celebrate 63rd Annual "Ag Day"

This year's Agriculture Day will be held on April 23 from 9 a. m. until 5 p.m. at the barns area on campus. As it has been for the past 62 years, "Ag Day" is both an educational and entertaining event that is modeled after a country fair. On the agenda are livestock shows, horse drill team expositions, a petting zoo and educational displays. The event is free and everyone is invited to attend. For more information call 454-3637.

Are You a Designing Woman or Man?

The Department of Housing and Design and the Design Department Alumni Chapter invite the campus to attend the First Design Alumni Show and Design Student Awards Ceremony. The event will be held on Thursday, April 7, from 7-9 p.m. in the Maryland Room of Marie Mount Hall. If you are a design alumni and interested in entering a work, there's still time. For information, contact Kenzie Raulin during business hours at 785-2414 or Wendy Jacobs at 454-1543.

Engineering Prof Completes Research at Air and Space Museum

John Anderson (Aerospace Engr.) spent the past year on sabbatical at the Air and Space Museum in Washington, D.C. where he occupied the Charles Lindbergh Chair. During his year at the museum, Anderson conducted research into the history of aerodynamics and wrote a book to be published by McGraw-Hill, *Hyper-sonic and High-Temperature Gas Dynamics*.



Members of UMCP's Black Women's Council include (from left to right): Audrey Darden, Angie Bass, Linda LeNoir, Gladys Brown, Mary Cothran, Patricia Walton, Dorothy Winfield, and Marlene Rhim. The council serves as an instrument of personal and professional networking for students, staff, and faculty at College Park. Council workshops and events focus on career development, academic survival, mentoring, male/female relationships, the Black family, and the recognition of Black women for their academic and community achievements. For more information, call 454-4124.